

## ABSTRACT

Higher turnover intention in the textile industry and textile products is needed to be researched and resolved into solutions. Turnover intention is defined as the employees' deliberate motives to stop working or to move into another company as their choice. Indeed, the huge numbers of turnover intention affect a company's deficit since it reduce the company's productivity. A phenomenon on employee turnover obviously happened in the textile and textile product industry in Central Java; and the turnover during 2018 were indicated I higher fluctuation.

Therefore, this study aimed to analyze the direct effect of supervisor support on turnover intention as well as to investigate the indirect effects of competence, psychological empowerment and work involvement as a mediating variable on turnover intention.

Moreover, the technique for data collection was questionnaires to respondents. Theirs were used as the primary data. The sampling technique was non-random sampling with a sample of 270 employees of the textile industry and textile products. There were 100% of respondents' questionnaire that were returned for analysis process. Then, descriptive statistics and inferential statistics using Structural Equation Modeling (SEM) method with AMOS software were derived for data analysis technique.

As the result of path analysis, this study indicated that the supervisor support had a significant effect on turnover intention. The variables of competence, psychological empowerment and work involvement mediated the effect of supervisor support on turnover intention. While the variables of psychological empowerment, work involvement mediated the effect of competence on turnover intention. Furthermore, this study implicated for evaluation materials and feedback results to manage and improve employees, especially in handling the turnover intention in the textile and textile product industries.

**Keywords:** Turnover intention, supervisor support, competence, psychological empowerment, work involvement.



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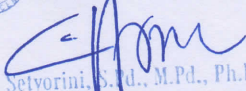
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